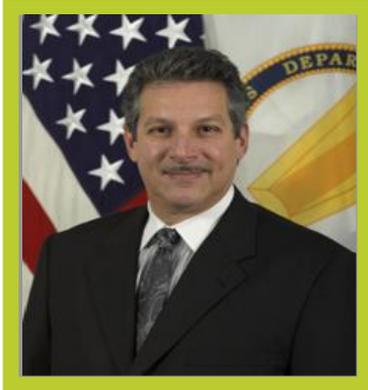


Civilian Human Resource Management Career Program 10 Bulletin

4th Quarter, September 2014



Jay D. Aronowitz,
Assistant G1, Civilian Personnel

From the Career Program (CP) 10 Functional Chief Representative: The HR Profession

One thing is certain in this era of fiscal uncertainty – CP 10 careerists will continue to be actively engaged in influencing Army decisions and subsequent execution of personnel actions on civilian workforce reshaping. From using your personal sphere of influence in the strategic planning phase to executing personnel actions, our efforts will ensure the Army remains a “globally responsive and regionally engaged Army”.

Army Strategic Planning Guidance 2014

I am pleased to report we have been aggressive in our pursuit for full execution of our training plan in FY14. We have funded over 686 of our careerists in 52 classes covering a variety of HR related subjects. As a result of the competency gaps previously identified through the Army’s Competency Management System survey, our training focus has been on Position Management & Classification and Labor Management & Employee Relations. We also offered courses in soft skills such as effective writing, assertive communications

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and Project Management; functional training included Reduction in Force and Delegated Examining Unit competitive process. We funded 13 developmental assignments. FY 15 will provide CP 10 careerists with more opportunities for Academic Degree pursuits, training and professional development and developmental assignments. Continue to broaden your aperture and skills through capitalizing on these opportunities.

FY 15 promises to be the year of competency utilization and a focus on the Supervisor-Employee Relationship. The Army will publish a policy on Competency Management that outlines how Army supervisors and employees will utilize competencies in the HR lifecycle depicted below.



Army HR Lifecycle, Assistant G1, Civilian Personnel

CP 10 competencies were validated in 2012 and approved by the Functional Chief and incorporated in the Army Civilian Training Education and Development System (ACTEDS) Plan in February 2014. Tier 1 competencies (Core – applicable to all grade levels and occupations in CP 10) are listed in Annex B of the Plan. These competencies include Oral & Written Communication, Customer Service. Tier II competencies are functional and can be found in Annex C of the plan; these include Classification, Staffing, Labor, etc. Tier III are position specific competencies determined locally. Leadership competencies are also depicted in Annex D of the Plan. You can get all the details at the following link: http://cpol.army.mil/library/train/acteds/CP_10/CP10-ACTEDS-Plan.pdf

Use these CP 10 validated competencies to develop your Individual Development Plans, map your next career move, and determine which assignments and educational opportunities you want to pursue!



Army Career Program Proponency Office

4th Quarter, September 2014

The “New Kids on the Block” – Civilian Career Proponency Division, AG-1CP Barbara C. Guy, Chief

Introducing, the Civilian Career Proponency Division!! The *newest* Division in AG-1CP!! As a result of the January 2014 AG1-CP reorganization, the Civilian Career Proponency Division was established. Our mission is to provide direct support of Department of Army’s commitment to transform civilian workforce recruitment, hiring, development and career management, to a “capabilities based”, human resource lifecycle management process. This Division is the lead facilitator of ASA (M&RA)’s charter of Civilian Workforce Transformation (CWT) initiatives, including expansion of the “Career Program” management concept to 100% of the civilian workforce (Previously only 40%). Our Division supports all aspects of implementation of this expansion, including:

- Civilian Career Program Management policy development and implementation (All 31 Career Programs)
- Position mapping and coding of all Occupational Series (approximately 550) to appropriate Career Program designations
- ACTEDS Plan Development and AG1-CP Approval Process
- Career Program 10, 50 and 51 Proponency Office Management
- Army Civilian Training Education & Development System Intern Program Management

We are engaged in several initiatives to improve the efficiency and effectiveness of civilian workforce career development. A key initiative is the development and revision of ACTEDS Intern Program policy in collaboration with ASA (M&RA) that transitions the Program from a “decentralized” management focus, to a “centralized”, enterprise management strategy to improve overall Program execution.

We continue to resolve position Career Program coding issues and facilitate coding corrections via the AutoNOA automated tool. The number of Career Program 96, 97 and 98 positions has been reduced to less than 250 (originally 25K), and we continue to work toward achieving a goal of eliminating all of these “temporary placeholder” Career Program designations.

We are excited about our unique mission and committed to providing optimal support to the Army civilian workforce!



Army Corps of Engineer Best Places to Work Panel

The Army Corps of Engineers Human Resources Director, Ms. Sue Engelhardt, hosted a panel discussion on the Best Places to Work/Federal Employee Viewpoint Survey at USACE’s Strategic Leaders Conference on 6 Aug 14. Panel members included Mr. Jay Aronowitz (Assistant G1 for Civilian Personnel), Dr. Kimya Lee (Office of Personnel Management), Mr. Mark Doboga (Partnership for Public Service), Mr. Fred Steckler (US Patent and Trademark Office), Mr. Steve Gomez (Department of Transportation), and Ms. Jane Datta (National Aeronautics and Space Administration).

The Partnership for Public Service produces the *Best Places to Work in the Federal Government Rankings* using the Federal Employee Viewpoint (FEV) Survey results. For 2013, the US Patent Trademark Office (USPTO) ranked #1, Department of Transportation (DOT) ranked #8, and National Aeronautics and Space Administration (NASA) ranked #1 in their categories. These organizations provided insights on how they achieved such high rankings to an overflowing room of Army Corps of Engineers Senior Leaders and Human Resource Specialists.



“OUR MISSION IS TO PROVIDE DIRECT SUPPORT
OF ARMY’S COMMITMENT TO TRANSFORM
CIVILIAN WORKFORCE”

BARBARA GUY, CHIEF, AG1CP, CCPD

HR Professionals on the Move!

4th Quarter, September 2014

HR Professionals

Promotions:

GS-15:

Edward Clarke to Office of the Chief Historian,
Career Program Manager 61
Kevin Slider to USA Reserve Command HR Director

GS-14

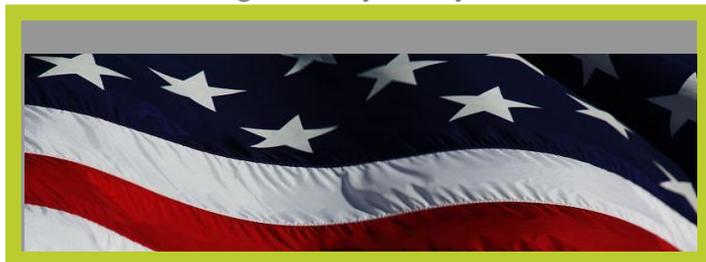
Jessica Mims to INSCOM Deputy HR Director
Kay Peterson to CPAC Director, Fort Bragg
Lynne Meriwether to FORSCOM Deputy HR Director
Michael Rosnack to CPAC Director, CoE, Sacramento
Billie Jo Del Valle to Joint Special Operations
Command, Supervisory Personnel Services Analyst
Christina Morgan to Deputy Director, Workforce
Management, US Army Audit Agency

GS-13 Robin Benard, CHRA; Nathan Dehnke, HQDA;
Wendy Howell, NGB; Jacqueline Johnsonbrunson,
CHRA; Isabel Bayardo, CHRA; Carmen Gentile,
USARAF; Stephanie Martin, CHRA; Michael Parker,
CHRA; Carla Baucom, USACE; Chiquita Dozier Berry,
CHRA; Jeremy Dorsey, TRADOC; Diane Jackson,
MSDDC; Joseph Lemanski, USASOC; Tramaine Jones,
DCMA; James Douglas, CHRA; Marla Kline, CHRA;
Denise Ricker, CHRA; Charles Ruff; CHRA; Wayne
Upham, CHRA; Gail Owen, US Army South

Retirements

Congratulations to the following careerists who have recently retired; thank you from a grateful nation for your years of dedication and service.

Lucille Trimarchi -- 34 years
Patricia Phelps -- 33 years
Cynthia Jackson -- 31 years
Engin Crosby -- 28 years



Dr. Crosby will retire effective 1 Oct 14 after 28 years of service in the federal government.

Engin holds a Master's degree from Purdue University, as well as a Master's and Doctoral degree from Bowling Green State University, Ohio. Engin came to the Army in February 1986 from an Associate Faculty position at John Hopkins where she taught research methodology and statistics. Before that, she worked 10 years in non-federal service positions that included county, state governments and private industry in the areas of vocational rehabilitation, minority representation, incentive program design, development and evaluation, and as a coordinator and leader of a variety of other projects in personnel and career management. Dr. Crosby's first Army assignment was to PERSCOM (now HRC) as a Personnel Psychologist. Her follow on assignment was at Army Research Institute in the MANPRINT Division before she landed in the Army G1, Civilian Personnel.

Dr. Crosby is an academic with impeccable credentials and her pioneering work on forecasting models and competencies underpin human capital strategic planning in the Department of Defense.

The Army G1, Civilian Personnel team will miss our colleague, teacher and friend: Dr. Crosby. We wish her all the best as she transitions from Army.

An Army HR Legend Retires!

SUPERVISOR – EMPLOYEE RELATIONSHIP

4th Quarter, September 2014

GoArmyEd

Just a reminder that Army 3/5/7, Civilian Leader Development initiative bridged a virtual gateway for Army Civilians to apply for their Civilian education, training, and leader development events through GoArmyEd. This is the official CP 10 method to request training—without a GoArmyEd account, you are not be eligible to be considered for CP 10 funded training. Don't miss out on future training opportunities. GoArmyEd training requests are a great precursor to have important conversations with your supervisor about your CP 10 aspirations! Keep your supervisor information updated in the system to keep your request moving in the right direction. A recent scan of the system indicates a sizeable number of CP 10 careerists have not registered in GoArmyEd. Registration is easy and can be accomplished by going to the GoArmyEd login page at: <https://www.goarmyed.com/> Make sure you have yours and tell somebody!

Army Career Tracker

Army Career Tracker is the catalyst for ensuring a meaningful conversation between supervisor and employee on important things like competency assessment, skill gaps, desires and required training, education and development assignment. A documented Individual Development Plan with specified goals and timelines is the deliverable as a result of this important conversation. As HR professionals, lead the way by utilizing this system yourself and your employees. Help the Army G1, Civilian Personnel community by communicating with other Civilian Corps employees on this important tool!

The Best Places to Work (BPTW) in the Federal Government -- 2013 Report The Supervisor – Employee Relationship Ronna Rowe Garrett, SPHR, MSHM, Deputy Assistant G1, Civilian Personnel

As an HR professional, I hope you have read the BPTW in the federal government 2013 report. The report can be found at the following link: <http://bestplacestowork.org/BPTW/index.php>

Of the 19 large agencies, Army tied with Department of Labor as #17. Department of Homeland Security is the only large agency that scored lower than we did. The top five were NASA, Department of Commerce, Intelligence, Department of State, and Department of Justice.

The report provides detailed analysis; we can do better! As HR professionals, we have a unique opportunity to lead by example, starting with our own supervisor-employee relationships. Consider the following:

- *Lead by example – encourage your best to lead and participate in Army enterprise programs*
- *Engage Civilians to enroll in CES, Supervisor Development*
- *Mentor and coach your employees – invest personally as a leader*
- *Seek candidates from enterprise programs*
- *Embrace & adopt civilian workforce acculturation*
- *Improve supervisory leadership capabilities; build stronger employee relationships*
- *Increase strategic outreach/communications targeting Civilians*
- *Monitor key civilian metrics (e.g., completion rates for CES, on-time performance evaluations, awards, IDPs)*

I believe that the Army is great place to work, in spite of all the hardships the Civilian Corps has endured over the last couple of years with sequestration, furlough and the awards cap. I invite you to join the Army G1, Civilian Personnel team by starting the self assessment in our own CP 10 backyard, and focus on improving the supervisor-employee relationship. Let's do this!

**Mr. Jay Aronowitz, Assistant G1, Civilian Personnel
Functional Chief Representative**

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